



## **Labour flexibility**

### **Resolution for a worldwide campaign by the International Transport Workers' Federation on international labour flexibility**

The International Transport Workers Federation (ITF) Ground Staff Committee meeting in London on 10 December 1997,

NOTES that the international civil aviation industry is increasingly affected by new forms of international labour flexibility,

NOTES that these trends have reached such an extent that there is widespread reference within the industry to the "Virtual airline",

NOTES the growing evidence, highlighted in the ITF Safe Skies Campaign, that the contracting out of vital safety functions may have a negative impact on aviation safety,

NOTES the increased casualisation, de-professionalisation, and growing insecurity of aviation employment,

NOTES the negative impact of international labour flexibility on working conditions, basic employee rights and trade union organisation,

NOTES the growing public awareness of the negative effects of these worldwide trends of labour flexibility and job insecurity, as evidenced in the public response to the recent disputes at British Airways and UPS,

NOTES the existing commitment of the Civil Aviation Section to implement a worldwide campaign on the issue of international labour flexibility,

NOTES that similar trends with similar effects are present throughout all the transport sectors,

**CALLS** on the ITF to co-ordinate a worldwide campaign on the impact of international labour flexibility in the Transport Sector. This campaign should be recommended as a major theme for all ITF industrial sections for the inter-congress period 1998-2002,

**CALLS** on the ITF to promote ground staff as safety professionals as part of this work; including proposing within ICAO that all employees with safety sensitive duties be licensed,

**CALLS** on the ITF to promote co-ordination between ground staff trade unions within international airline alliances and within multinational ground handling and aviation service companies as part of this initiative,

CALLS on the ITF to pressure regulatory authorities to reinforce the legal responsibility for safety of airline operators and maintenance providers and to require that subcontracting of safety-sensitive functions meet minimum safety safeguards through obligatory contract clauses.

*(Ref: 97/CA/9/GS/Annex 2/Resolution)*